

4-5127

01-12

ENCLOSURE _____

A G R E E M E N T

Atlantic County

Between

HAMILTON TOWNSHIP SCHOOL SERVICE PERSONNEL ASSOCIATION

(Custodial)

and

BOARD OF EDUCATION OF HAMILTON TOWNSHIP

EFFECTIVE DATE

July 1, 1977 through June 30, 1980

AGREEMENT DATE

HAMILTON TOWNSHIP SCHOOL SERVICE
PERSONNEL ASSOCIATION

OFFICERS

President

Hugh Bearce

Vice President

James Bell

Secretary

Henry Cole

Treasurer

Pierino Silvestri

NEGOTIATIONS COMMITTEE

Chairman

Martin Kurpas

Angelo Compagni

Hugh Bearce

James Bell

Pierino Silvestri

Consultants

Robert Parsons, NJEA Representative

HAMILTON TOWNSHIP
BOARD OF EDUCATION

President

Richard A. Stemhagen

Vice-President

Robert J. Barrett

Carl F. Amoroso
Anthony J. Cimino
Carmela S. DeMarco

Herbert P. Griffiths
Donald A. Kramer
John P. Norton

James E. Stevenson

Superintendent

Dr. Peter A. Hartman

Deputy Superintendent

Dr. Carlisle H. Kramer

Assistant Superintendent/Board Secretary

Louis E. Triverio

Board Attorney

Henry F. Gill, Esq.

Negotiations Committee

Chairman

James Stevenson

Anthony Cimino
Carmela DeMarco
Herbert Griffiths

Director of Personnel

Thomas Fitzpatrick

Consultant

Lester Aron, Esq.

Pachman and Aron
Counsellors at Law

TABLE OF CONTENTS

Page No.

4	Article I	. . . . .	Recognition
4	Article II	. . . . .	Grievance Procedure
6	Article III	. . . . .	Salary Scale
7	Article IV	. . . . .	Work Week, Overtime, Call-in Time
9	Article V	. . . . .	Probationary Period and Resignation
10	Article VI	. . . . .	Promotion Procedure
10	Article VII	. . . . .	Appointment Notice
10	Article VIII	. . . . .	Sick Leave
11	Article IX	. . . . .	Temporary Leaves of Absence
12	Article X	. . . . .	Medical Benefits
12	Article XI	. . . . .	Vacations
12	Article XII	. . . . .	Holidays
13	Article XIII	. . . . .	Night Premiums
13	Article XIV	. . . . .	Car Allowance
13	Article XV	. . . . .	Clothing Allowance
13	Article XVI	. . . . .	Management Functions
14	Article XVII	. . . . .	Association Dues
14	Article XVIII	. . . . .	Miscellaneous Provisions
15	Article XIX	. . . . .	Term of Contract
16,19		Salary Schedules -	1977-78
17,20			1978-79
18,21			1979-80

ARTICLE I - RECOGNITION

1. Unit

The Board of Education recognizes the Association as the majority representative and exclusive bargaining agent for all Custodial Engineer I and II, Custodian Grades 1 through 5, Utility Custodian, Custodian Helper, Assistant Custodian 1 and 2, Cafeteria Operator and regularly assigned hourly cafeteria personnel.

Employees excluded from the unit are part-time personnel, substitute cafeteria personnel, custodial foreman, craft personnel, supervisors, field maintenance and warehousemen, professionals, secretarial and clerical personnel, and all others not specifically included above.

2. Definition of Employee

Unless otherwise indicated, the term employee when used hereinafter in this Agreement shall refer to all employees represented by the Association in the negotiating unit as defined above, and reference to male employees shall include female employees.

ARTICLE II - GRIEVANCE PROCEDURE

1. Definitions

- A. A grievance is a claim by an employee that he has suffered a loss or injury as a result of misinterpretation, misapplication or violation of this Agreement, policies, or administrative decisions.
- B. An aggrieved person is the person or persons making the claim.
- C. All days referred to in this procedure shall be calendar days.

2. Purpose

The purpose of this procedure is to secure equitable solutions to grievances at the lowest possible administrative level.

3. Procedure

- A. Grievances should be processed as rapidly as possible; therefore, the number of days indicated at each administrative level should be considered as a maximum and every effort should be made to expedite the process. The time limits may, however, be extended by mutual agreement.

B. Step One

An employee with a grievance shall first discuss it with either the Supervisor of Buildings and Grounds or the Supervisor of Cafeterias within five (5) days of its occurrence, either directly or through a chosen representative, with the objective of resolving the matter informally.

C. Step Two

If the aggrieved person is not satisfied with the disposition of his grievance at Step One, or if no disposition has been rendered within five (5) days he may, within ten (10) days of its occurrence, appeal the grievance in writing to the Supervisor of Buildings and Grounds or Supervisor of Cafeterias on appropriate grievance form who shall render a decision in writing within five (5) days.

D. Step Three

If the aggrieved person is not satisfied with the disposition of his grievance at Step Two or if no disposition has been rendered within seven (7) days after presentation of the written grievance, he may appeal the grievance in writing to the Superintendent or his designee who shall render a decision in writing within seven (7) days.

E. Step Four

If the grievance cannot be resolved at Step Three, it shall be presented to the Board of Education within thirteen (13) days from the response of the Superintendent. The Board of Education will then attempt to resolve the grievance and will communicate its decision in writing to the employee and his immediate supervisor within twenty (20) days.

F. Step Five

If the decision of the Board does not resolve the grievance to the satisfaction of the aggrieved and only if the grievance pertains to a violation of this Agreement and the Association wishes arbitration, it shall file either with the American Arbitration Association or the Public Employment Relations Commission a request for the submission of a list of arbitrators to hear the particular issue. This request must be made no later than fifteen (15) calendar days after receipt of the Board's decision and a copy of this request must simultaneously be submitted by certified mail or receipted hand delivery to the Superintendent.

- a. Additionally excluded from arbitration are those areas in which the right of appeal beyond the Board of Education is prescribed by law and matters on which the Board is not empowered to act.

F. Step Five (continued)

- b. Furthermore, no grievance shall be taken to arbitration that impinges upon the right of the Board of Education to appoint, promote, assign and transfer.

4. Procedure for Securing the Services of an Arbitrator

- A. A request will be made to the American Arbitration Association or the Public Employment Relations Commission to submit a roster of persons qualified to function as an arbitrator in the dispute in question. The rules of the Appointing Agency shall be adhered to.
- B. The arbitrator shall limit himself to the issues submitted to him and shall consider nothing else. He can add nothing to, nor subtract anything from the Agreement between the parties. The recommendation of the arbitrator shall be binding. Only the Board, the aggrieved, and his representatives shall be given copies of the arbitrator's report of findings, reasons, and recommendations.

5. Miscellaneous

- A. An aggrieved person may be represented at all stages of the grievance procedure, by himself, or at his option, by another person of his own choosing, to appear with him or for him pursuant to Chapter 123, 1974, Public Laws of New Jersey.
- B. Each party shall bear the total cost incurred by itself. Fees and expenses of the arbitrator shall be borne equally by the parties.
- C. There will be no suspension of grievance procedure when schools are not in session, except by mutual consent of the parties in writing.
- D. Failure at any step of the procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be an acceptance of the decision rendered at that step.
- E. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved to proceed to the next step.

ARTICLE III - SALARY SCALE

- 1. The salaries of all Custodial Staff, Cafeteria Operator and regularly assigned hourly cafeteria personnel covered by this Agreement are set forth on Pages Sixteen - Twenty-One which are attached hereto and made a part of.

2. Custodial Staff

- A. The rates below are to be used only when four (4) utility custodians on each shift are previously deployed and an additional man is needed. It is never to be used for the utility custodian when deployed in a position higher than utility custodian.

The following rates per day shall be paid after five (5) consecutive work days in the higher grade.

Custodian Grade 4	\$2.00 per day
Custodian Grade 3	\$3.00 per day
Custodian Grade 2	\$4.00 per day
Custodian Engineer II	\$6.00 per day
Custodian Engineer I	\$8.00 per day

- B. Where three (3) day men exist in a building, a position of Custodian Grade 5 should be established for the second man with the most qualification and seniority.

3. Cafeteria Staff

Any person taking over for the Cafeteria Operator shall receive minimum operator's salary for the class school after five (5) consecutive work days. However, the hourly employee accepting the temporary acting operator's appointment will not be compensated less than he/she would earn for working the same number of hours (A & B - 7 hours and C & D - 6 hours) in his/her regular position.

ARTICLE IV - WORK WEEK, OVERTIME, CALL-IN TIME

1. The work week shall consist of five (5) consecutive days, Monday to Friday, of between three (3) and eight (8) working hours as specified below.
2. All employees shall be entitled to one and a half (1½) times the hourly rate for all work in excess of forty (40) hours. Hourly rate is determined by dividing regularly scheduled weekly hours into regular weekly base rate.
3. Holidays, sick time and authorized leaves with pay will be counted as a day worked.
4. Any employee called into work for any period of time other than his regularly scheduled work day after he has left his place of employment shall be given not less than three (3) hours' work at one and a half (1½) times his regular rate. For emergency calls by police, burglar alarms, or fires, employees will be given a minimum of one (1) hour's pay at one and a half (1½) times the regular hourly rate per occurrence with the option to take three (3) hours' work as indicated above.

5. All employees required to work on listed holidays or Sundays due to non-school activities shall be paid at the applicable double time rate.
6. When overtime is to be paid for a worker needed in a school due to absence, custodians in that building shall be given first preference.
7. Regular Working Hours:

<u>Day Custodians</u> -	- Eight (8) hours, exclusive of lunch.
<u>Assistant Custodian 1</u> -	- Five and a half (5½) hours exclusive of lunch.
<u>Assistant Custodian 2</u> -	- Split shift, Monday, Wednesday, Thursday, five (5) hours; Tuesday, Friday, six (6) hours. (Assistant Custodian 2 works one-half hour less per week than Assistant Custodian 1 due to split shift assignment during the regular school year.)
<u>Night Custodian</u> -	- Eight (8) hours including a twenty-minute lunch break (to be eaten in the building.)
<u>Late Shift</u> -	- Eight (8) hours including a twenty-minute lunch break (to be eaten in the building.)
<u>Cafeteria Personnel</u>	
<u>Elementary Operator</u> -	- Six (6) hours.
<u>Secondary Operator</u> -	- Seven (7) hours.
<u>Hourly Personnel</u> -	- From three (3) to seven (7) hours as assigned.

Flexible scheduling shall remain where necessary as established by past practice.

8. Summer Working Hours:

Summer working hours will take effect the day after the last teacher day in June and end on the day before the first teacher day in September.

<u>Day Custodian</u>	- Eight (8) hours including a lunch break from 12:00 Noon to 12:30 p.m.
<u>Night Custodian</u>	- Eight (8) hours including a twenty-minute lunch break (to be eaten in the building.)
<u>Assistant Custodian 1 and 2</u>	- Five (5) hours excluding lunch.

9. The work year for custodial personnel will be from July 1 through June 30.
10. The work year for cafeteria personnel will be from September 1 through June 30, when cafeterias are in operation.

11. Custodians, cafeteria operators and hourly cafeteria employees in lay-off status shall have recall rights on the basis of seniority within the system from the last date of continuous employment. Such rights shall remain in effect for one calendar year from the date of layoff. Employees shall be notified of recall opportunity by registered mail, return receipt requested, to their last reported address and shall have five (5) days from the date of receipt of notice to accept the vacancy. Employees refusing to accept the vacancy shall move to the last position on the recall list. The custodians shall have a separate seniority list. Cafeteria operators with greater seniority shall have the right to bump down into the hourly cafeteria category.

ARTICLE V - PROBATIONARY PERIOD AND RESIGNATION

1. Probationary Period

All new permanent employees shall initially work a sixty (60) day probationary period. During this period the Board is free to judge the performance of an employee and, if necessary, terminate the employee without notice and without recourse to the grievance procedure. Once an employee satisfactorily completes his/her probationary period, his/her seniority shall be recorded from his/her last date of hire. Prior length of service in a comparable position in the Hamilton Township School District shall be credited where applicable for the purpose of initial salary placement only.

2. Promotions or Reassignments

An employee shall be probationary for the first ninety (90) days on a new job and shall retain his/her seniority in his/her previous position during this probationary period.

3. Salary Scale

An employee prior to January 1 for twelve-month personnel and February 1 for ten-month personnel of any school year may be given full credit for one (1) full year of service for increment purposes only. There will be no part year increments granted.

4. Resignation

- A. An employee who is resigning from his position shall give two (2) weeks' notice.
- B. Earned vacation shall be paid according to the full months worked unless the two (2) week notice has not been given.

ARTICLE VI - PROMOTION PROCEDURE

1. The position posted shall be given to the employee with:
 - A. Qualifications
 - B. Seniority
 - C. Physical Fitness
2. In the event that no acceptable bids as per Section A above are received from within the unit for the job, the Board of Education may fill the job by hiring a new employee.
3. All positions which become vacant and are to be filled shall be posted within a reasonable time but not less than ten (10) days prior to the closing date for receiving applications. However, promotional jobs shall be advertised for thirty (30) days if posted between June 15 and September 1.
4. Employees bidding down will be placed on the appropriate salary scale on the first day in the new position, and shall be excluded from the bidding procedure for one (1) year from the date of entry on the new job.

ARTICLE VII - APPOINTMENT NOTICE

- Appointment action by the Board for unit personnel must be taken at or before the Board's June public meeting with actual notice to employees to be accomplished by June 30.

ARTICLE VIII - SICK LEAVE

1. All Ten (10) month employees shall be entitled to ten (10) sick leave days in each contract year as of the first official day of work in that year and whether or not they report for duty on that day. Similarly, all twelve (12) month employees shall be entitled to twelve (12) sick leave days per year on the same basis. Unused sick leave days shall be accumulated from year to year with no maximum limit.
2. Additional paid sick leave, less full substitute pay, may be granted at the Board's discretion.
3. Upon return from an absence of three consecutive school days due to illness, the employee must furnish a doctor's certificate.

ARTICLE IX - TEMPORARY LEAVES OF ABSENCE

Employees will be entitled to the following non-accumulative leaves of absence.

C. Illness in immediate* family

Payroll provisions:

- a. Three school days - full pay
- b. Seven additional school days - full pay less substitute pay
- c. After ten school days - no pay

D. Death in family **

Payroll provisions:

- a. For immediate family - five school days - full pay
- b. For other than immediate family members - specifically grandparents, uncles, aunts and immediate in-laws - one school day - full pay
- c. After five school days (for a.) and one school day (for b.) - no pay

E. Marriage

Payroll provisions:

- a. Three school days - full pay
- b. After three school days - no pay

X. Absences not covered by regulations

Payroll provisions:

No allowance - full pay deduction

G. Subpoena by court

Payroll provisions:

Full pay for each day that presence is required by subpoena, except where he/she is a party to suit.

The Board may at its option grant other leaves of absence without pay.

*Immediate family shall be interpreted to mean father, mother, husband, wife, brother, sister, child, and those related by blood or marriage permanently residing within the household of the employee.

** Family interpreted as for C. above.

ARTICLE X - MEDICAL BENEFITS

The Board of Education shall provide full coverage for Blue Cross, Blue Shield, Rider J, and Major Medical where the employee chooses an individual plan and up to \$50.16 per month where the individual chooses a combination individual-family plan.

ARTICLE XI - VACATIONS

All employees shall receive the following vacation benefits, with the exception of Cafeteria employees, for full years of service completed as of June 30 of the previous school year. However, any employee who received the full ten (10) days vacation allowance for his first year of employment will be given credit for that year for determining vacation eligibility.

Less than 1 year	1 working day per month, up to 10 days.
1 year to 8 years	10 working days
9 years to 17 years	15 working days
18 years and over	20 working days

ARTICLE XII - HOLIDAYS

1. The Holiday Schedule for Custodial Staff members shall be per list presented by the Board of Education (not less than eighteen (18) days.)
2. The following is the paid Holiday Schedule for Cafeteria hourly workers (16 days total per year.)

NJEA Convention	2 days
Thanksgiving Recess	2 days
Christmas Recess	5 days
New Year's Day	
Martin Luther King Day	
Lincoln's Birthday	
Washington's Birthday	
Good Friday	
Easter Monday	
Memorial Day	

3. Cafeteria Operators' holiday schedule shall be in accordance with the school calendar.

ARTICLE XIII- NIGHT PREMIUM

The following night premium shall be paid to all employees working nights during the regular work week, holidays, and weekends (Saturday and Sunday.)

3:00 p.m. to 11:00 p.m. shift - \$1.60 per night
11:00 p.m. to 7:00 a.m. shift - \$2.70 per night

ARTICLE XIV - CAR ALLOWANCE

Utility Custodian shall be paid a car allowance at the rate of \$200 per year.

ARTICLE XV - CLOTHING ALLOWANCE

1. The Board shall provide work clothing for cafeteria employees as follows:
 - A. Upon completion of the probationary period following initial employment within the district, five (5) complete uniforms.
 - B. Replacement uniforms will be provided when worn out or damaged uniforms are turned in for replacement on an annual basis.
2. The Board shall provide oven mittens for use in each kitchen.
3. The Board shall provide work clothing for custodial employees as follows:
 - A. Upon completion of the probationary period following initial employment within the district, three (3) complete uniforms.
 - B. Replacement uniforms will be provided when worn out or damaged uniforms are turned in for replacement on an annual basis.
4. The Board will pay five dollars (\$5.00) per year for each employee toward the purchase of safety work shoes, provided proof of purchase is given to the Supervisor of Buildings and Grounds.

ARTICLE XVI - MANAGEMENT FUNCTIONS

Subject to the provisions of this Agreement, the Board of Education reserves all rights and functions vested in it pursuant to applicable laws and regulations and such other functions as normally and customarily exercised by the Board of Education in the management of the affairs of the school district.

ARTICLE XVII - ASSOCIATION DUES

1. The Board of Education will deduct the monthly membership dues from each employee who individually submits a written authorization for such deduction. These dues shall be remitted to the Treasurer of the Association.
2. The Association shall indemnify, protect, and save the Board harmless from any and all claims or suits arising as a result of the dues collected and transmitted as per Section 1 above.

ARTICLE XVIII - MISCELLANEOUS PROVISIONS

1. Separability

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

2. Notice

Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provision(s) of this Agreement, either party shall do so by telegram or registered letter to the following addresses.

A. If by Association, the Board at

Greenwood School
2069 Greenwood Avenue
Trenton, New Jersey 08609

B. If by Board, to Association at an address registered with the Superintendent of Schools.

3. Modification

This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

4. During the term of this Agreement, neither party shall be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or executed this Agreement.
5. The Board agrees not to negotiate concerning said employees in the negotiating unit as defined in Article I of this Agreement, with any other organization other than the Association for the duration of this Agreement.

ARTICLE XIX - TERM OF CONTRACT

This Agreement shall be in effect as of July 1, 1977 and shall continue in effect until June 30, 1980. The parties shall enter into negotiations in accordance with the rules and regulations of the Public Employment Relations Commission in the calendar year preceding the calendar year in which this Agreement expires.

In witness whereof, the parties hereto have caused this Agreement to be signed by the respective Presidents, attested by their respective secretaries, all on the day and year first above written.

HAMILTON TOWNSHIP SCHOOL SERVICE
PERSONNEL ASSOCIATION

BY: _____, President

attest: _____, Secretary

Date _____

HAMILTON TOWNSHIP BOARD OF EDUCATION

By: _____, President

attest: _____, Secretary

Date _____

SALARY SCHEDULES 1977-78

Exp.	Cust. Eng. I	Cust. Eng. II	Cust. Grade 1	Cust. Grade 2	Util. Cust.	Cust. Grade 3	Cust. Grade 4	Cust. Grade 5	Cust. Help.	Asst. Cust. I	Asst. Cust. II
0	\$9,240	\$8,700	\$8,560	\$8,430	\$8,430	\$8,290	\$8,155	\$8,020	\$7,815	\$3,640	\$3,640
1	9,515	8,975	8,835	8,705	8,705	8,565	8,430	8,295	8,090	3,810	3,810
2	9,790	9,250	9,110	8,980	8,980	8,840	8,705	8,570	8,365	3,980	3,980
3	10,065	9,525	9,385	9,255	9,255	9,115	8,980	8,845	8,640	4,150	4,150
4	10,340	9,800	9,660	9,530	9,530	9,390	9,255	9,120	8,915	4,320	4,320
5	10,615	10,075	9,935	9,805	9,805	9,665	9,530	9,395	9,190	4,490	4,490
6	10,890	10,350	10,210	10,080	10,080	9,940	9,805	9,670	9,465	4,660	4,660
7	11,165	10,625	10,485	10,355	10,355	10,215	10,080	9,945	9,740	4,830	4,830
8	11,440	10,900	10,760	10,630	10,630	10,490	10,355	10,220	10,015	5,000	5,000
9	11,715	11,175	11,035	10,905	10,905	10,765	10,630	10,495	10,290	5,170	5,170
10	11,990	11,450	11,310	11,180	11,180	11,040	10,905	10,770	10,565	5,340	5,340
11	12,265	11,725	11,585	11,455	11,455	11,315	11,180	11,045	10,840	5,510	5,510
12	12,540	12,000	11,860	11,730	11,730	11,590	11,455	11,320	11,115	5,680	5,680
13	12,815	12,275	12,135	12,005	12,005	11,865	11,730	11,595	11,390	5,850	5,850
14	13,090	12,550	12,410	12,280	12,280	12,140	12,005	11,870	11,665	6,020	6,020
15	13,365	12,825	12,685	12,555	12,555	12,415	12,280	12,145	11,940	6,190	6,190
16	13,640	13,100	12,960	12,830	12,830	12,690	12,555	12,420	12,215	6,360	6,360
17										6,530	6,530
18										6,700	6,700
19										6,870	6,870

The Board of Education reserves the right to withhold any/or all increments and/or adjustments for inefficiency or other good cause.

SALARY SCHEDULES - 1978-79

Exp.	Cust. Eng. I	Cust. Eng. II	Cust. Grade 1	Cust. Grade 2	Util. Cust.	Cust. Grade 3	Cust. Grade 4	Cust. Grade 5	Cust. Help.	Asst. Cust. I	Asst. Cust. II
0	\$9,590	\$9,015	\$8,865	\$8,725	\$8,725	\$8,575	\$8,430	\$8,285	\$8,065	\$3,715	\$3,715
1	9,885	9,310	9,160	9,020	9,020	8,870	8,725	8,580	8,360	3,895	3,895
2	10,180	9,605	9,455	9,315	9,315	9,165	9,020	8,875	8,655	4,075	4,075
3	10,475	9,900	9,750	9,610	9,610	9,460	9,315	9,120	8,950	4,255	4,255
4	10,770	10,195	10,045	9,905	9,905	9,755	9,610	9,465	9,245	4,435	4,435
5	11,065	10,490	10,340	10,200	10,200	10,050	9,905	9,760	9,540	4,615	4,615
6	11,360	10,785	10,635	10,495	10,495	10,345	10,200	10,055	9,835	4,795	4,795
7	11,655	11,080	10,930	10,790	10,790	10,640	10,495	10,350	10,130	4,975	4,975
8	11,950	11,375	11,225	11,085	11,085	10,935	10,790	10,645	10,425	5,155	5,155
9	12,245	11,670	11,520	11,380	11,380	11,230	11,085	10,940	10,720	5,335	5,335
10	12,540	11,965	11,815	11,675	11,675	11,525	11,380	11,235	11,015	5,515	5,515
11	12,835	12,260	12,110	11,970	11,970	11,820	11,675	11,530	11,310	5,695	5,695
12	13,130	12,555	12,405	12,265	12,265	12,115	11,970	11,825	11,605	5,875	5,875
13	13,425	12,850	12,700	12,560	12,560	12,410	12,265	12,120	11,900	6,055	6,055
14	13,750	13,175	13,025	12,885	12,885	12,735	12,590	12,445	12,225	6,235	6,235
15	14,115	13,540	13,390	13,250	13,250	13,100	12,955	12,810	12,590	6,415	6,415
16	14,530	13,955	13,805	13,665	13,665	13,515	13,370	13,225	13,005	6,595	6,595
17										6,795	6,795
18										7,020	7,020
19										7,295	7,295

The Board of Education reserves the right to withhold any/or all increments and/or adjustments for inefficiency or other good cause.

SALARY SCHEDULES - 1979-80

Exp.	Cust. Eng. I	Cust. Eng. II	Cust. Grade 1	Cust. Grade 2	Util. Cust.	Cust. Grade 3	Cust. Grade 4	Cust. Grade 5	Cust. Help.	Asst. Cust. I	Asst. Cust. II
0	\$9,900	\$9,285	\$9,125	\$8,975	\$8,975	\$8,815	\$8,660	\$8,505	\$8,275	\$3,765	\$3,765
1	10,215	9,600	9,440	9,290	9,290	9,130	8,975	8,820	8,590	3,955	3,955
2	10,530	9,915	9,755	9,605	9,605	9,445	9,290	9,135	8,905	4,145	4,145
3	10,845	10,230	10,070	9,920	9,920	9,760	9,605	9,450	9,220	4,335	4,335
4	11,160	10,545	10,385	10,235	10,235	10,075	9,920	9,765	9,535	4,525	4,525
5	11,475	10,860	10,700	10,550	10,550	10,390	10,235	10,080	9,850	4,715	4,715
6	11,790	11,175	11,015	10,865	10,865	10,705	10,550	10,395	10,165	4,905	4,905
7	12,105	11,490	11,330	11,180	11,180	11,020	10,865	10,710	10,480	5,095	5,095
8	12,420	11,805	11,645	11,495	11,495	11,335	11,180	11,025	10,795	5,285	5,285
9	12,735	12,120	11,960	11,810	11,810	11,650	11,495	11,340	11,110	5,475	5,475
10	13,050	12,435	12,275	12,125	12,125	11,965	11,810	11,655	11,425	5,665	5,665
11	13,375	12,760	12,600	12,450	12,450	12,290	12,135	11,980	11,750	5,855	5,855
12	13,725	13,110	12,950	12,800	12,800	12,640	12,485	12,330	12,100	6,045	6,045
13	14,100	13,485	13,325	13,175	13,175	13,015	12,860	12,705	12,475	6,235	6,235
14	14,500	13,885	13,725	13,575	13,575	13,415	13,260	13,105	12,875	6,430	6,430
15	14,900	14,285	14,125	13,975	13,975	13,815	13,660	13,505	13,275	6,640	6,640
16	15,325	14,710	14,550	14,400	14,400	14,240	14,085	13,930	13,700	6,865	6,865
17										7,105	7,105
18										7,345	7,345
19										7,600	7,600

The Board of Education reserves the right to withhold any/or all increments and/or adjustments for inefficiency or other good cause.

SALARY SCHEDULES - CAFETERIA OPERATORS

1977-78

Exp.	D	C	B	A
0	\$3,040	\$3,460	\$3,765	\$4,270
1	3,245	3,565	3,970	4,415
2	3,450	3,870	4,175	4,580
3	3,655	4,075	4,380	4,885
4	3,860	4,280	4,585	5,090
5	4,065	4,485	4,790	5,295
6	4,270	4,690	4,995	5,500
7	4,475	4,895	5,200	5,705
8	4,680	5,100	5,405	5,910
9	4,885	5,305	5,610	6,115
10	5,090	5,510	5,815	6,320
No. of Platters Served	(0-75)	(76-175)	(176-300)	(301-500)

Rate for hourly cafeteria workers - \$3.20 per hour

The Board of Education reserves the right to withhold any/or all increments and/or adjustments for inefficiency or other good cause.

SALARY SCHEDULES - CAFETERIA OPERATORS

1978-79

Exp.	D	C	B	A
0	\$3,060	\$3,505	\$3,835	\$4,370
1	3,280	3,725	4,055	4,590
2	3,500	3,945	4,275	4,810
3	3,720	4,165	4,495	5,030
4	3,940	4,385	4,715	5,250
5	4,160	4,605	4,935	5,470
6	4,380	4,825	5,155	5,690
7	4,600	5,045	5,375	5,910
8	4,840	5,285	5,615	6,150
9	5,115	5,560	5,890	6,425
10	5,425	5,870	6,200	6,735
No. of Platters Served	(0-75)	(76-175)	(176-300)	(301-500)

Rate for hourly cafeteria workers - \$3.43 per hour

The Board of Education reserves the right to withhold any/or all increments and/or adjustments for inefficiency or other good cause.

SALARY SCHEDULES - CAFETERIA OPERATORS

1979-80

Exp.	D	C	B	A
0	\$2,990	\$3,460	\$3,815	\$4,380
1	3,235	3,705	4,060	4,625
2	3,480	3,950	4,305	4,870
3	3,725	4,195	4,550	5,115
4	3,970	4,440	4,795	5,360
5	4,225	4,695	5,050	5,615
6	4,495	4,965	5,320	5,885
7	4,785	5,255	5,610	6,175
8	5,095	5,565	5,920	6,485
9	5,405	5,875	6,230	6,795
10	5,735	6,205	6,560	7,125
No. of Platters Served	(0-75)	(76-175)	(176-300)	(301-500)

Rate for hourly cafeteria workers - \$3.65 per hour

The Board of Education reserves the right to withhold any/or all increments and/or adjustments for inefficiency or other good cause.

